DOCUMENT RESUME

ED 095 395 CE 001 962

AUTHOR	McFarland, Barry P.
TITLE	Comparison of Task Difficulty Ratings Made by Nurses and Medical Service Corpsmen. Interim Report, 1 July 1973 to 1 October 1973.
INSTITUTION	Air Force Human Resources Lab., Lackland AFB, Tex. Occupational Research Div.
REPORT NO	AFHRL-TR-74-7
PUB DATE	Mar 74
NOTE	25p.
EDRS PRICE	MF-$0.75 HC-$1.85 PLUS POSTAGE
DESCRIPTORS	Armed Forces; Career Ladders; Health Personnel; *Job Analysis; *Medical Assistants; Military Personnel; *Military Service; *Nurses; Rating Scales; *Task Analysis
IDENTIFIERS	*Medical Service Corpsmen

ABSTRACT

The purpose of this study was to develop and compare task difficulty measures for nurses and medical service corpsmen. This is one of a series of reports concerning the role of the nurse and medical service corpsman in the Air Force's health care delivery system. A sample of 135 nurses and 133 medical service corpsmen completed difficulty ratings on tasks included in previously administered job inventories. The reliability of the ratings was analyzed and correlation between the two groups of ratings evaluated. The correlation between the two groups was extremely high, suggesting that direct comparisons between difficulty of jobs performed by medical service corpsmen and nurses could be made without fear of bias as a function of raters. (Author)

ED 097379

AIR FORCE

HUMAN RESOURCES

LABORATORY

AFHRL-TR-74-7

A COMPARISON OF TASK DIFFICULTY RATINGS MADE BY NURSES AND MEDICAL SERVICE CORPSMEN

By

Barry P. McFarland, 1st Lt, USAF

OCCUPATIONAL RESEARCH DIVISION
Lackland Air Force Base, Texas

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

March 1974
Interim Report for Period 1 July 1973 – 1 October 1973

Approved for public release; distribution unlimited.

AIR FORCE SYSTEMS COMMAND
BROOKS AIR FORCE BASE, TEXAS 78235

ED 097379

NOTICE

When US Government drawings, specifications, or other data are used for any purpose other than a definitely related Government procurement operation, the Government thereby incurs no responsibility nor any obligation whatsoever, and the fact that the Government may have formulated, furnished, or in any way supplied the said drawings, specifications, or other data is not to be regarded by implication or otherwise, as in any manner licensing the holder or any other person or corporation, or conveying any rights or permission to manufacture, use, or sell any patented invention that may in any way be related thereto.

This interim report was submitted by Occupational Research Division, Air Force Human Resources Laboratory, Lackland Air Force Base, Texas 78236, under project 7734, with Hq Air Force Human Resources Laboratory (AFSC), Brooks Air Force Base, Texas 78235.

This report has been reviewed and cleared for open publication and/or public release by the appropriate Office of Information (OI) in accordance with AFR 190-17 and DoDD 5230.9. There is no objection to unlimited distribution of this report to the public at large, or by DDC to the National Technical Information Service (NTIS).

This technical report has been reviewed and is approved.

RAYMOND E. CHRISTAL, Chief
Occupational Research Division

Approved for publication.

HAROLD E. FISCHER, Colonel, USAF
Commander

REPORT DOCUMENTATION PAGE

READ INSTRUCTIONS BEFORE COMPLETING FORM

1. REPORT NUMBER: AFHRL-TR-74-7
2. GOVT ACCESSION NO.:
3. RECIPIENT'S CATALOG NUMBER:

4. TITLE (and Subtitle): A COMPARISON OF TASK DIFFICULTY RATINGS MADE BY NURSES AND MEDICAL SERVICE CORPSMEN
5. TYPE OF REPORT & PERIOD COVERED: Interim – 1 July 1973 to ! October 1973
6. PERFORMING ORG. REPORT NUMBER:

7. AUTHOR(s): Barry P. McFarland
8. CONTRACT OR GRANT NUMBER(s):

9. PERFORMING ORGANIZATION NAME AND ADDRESS:
Occupational Research Division
Air Force Human Resources Laboratory
Lackland Air Force Base, Texas 78236
10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS: 77340115

11. CONTROLLING OFFICE NAME AND ADDRESS:
Hq Air Force Human Resources Laboratory (AFSC)
Brooks Air Force Base, Texas 78235
12. REPORT DATE: March 1974
13. NUMBER OF PAGES: 26

14. MONITORING AGENCY NAME & ADDRESS(if different from Controlling Office):
15. SECURITY CLASS. (of this report): Unclassified
15a. DECLASSIFICATION/DOWNGRADING SCHEDULE:

16. DISTRIBUTION STATEMENT (of this Report):
Approved for public release; distribution unlimited.

17. DISTRIBUTION STATEMENT (of the abstract entered in Block 20, if different from Report):

18. SUPPLEMENTARY NOTES:

19. KEY WORDS (Continue on reverse side if necessary and identify by block number):
job difficulty
medical personnel
Medical Service Career Ladder
Nurse Utilization Field
occupational analysis
task difficulty

20. ABSTRACT (Continue on reverse side if necessary and identify by block number):

The purpose of this study was to develop and compare task difficulty measures for Nurses and Medical Service Corpsmen. This is one of a series of reports concerning the role of the Nurse and Medical Service Corpsman in the Air Force's health care delivery system. A sample of 135 Nurses and 133 Medical Service Corpsmen completed difficulty ratings on tasks included in previously administered job inventories. The reliability of the ratings were analyzed and correlation between the two groups of ratings evaluated. The correlation between the two groups was extremely high, suggesting that direct comparisons between difficulty of jobs performed by Medical Service Corpsmen and Nurses could be made without fear of bias as a function of raters.

TABLE OF CONTENTS

		Page
I.	Introduction	3
II.	Procedure	3
III.	Data Analysis	4
IV.	Discussion	6
References		7
Appendix A:	Task Difficulty Ratings	9

LIST OF ILLUSTRATIONS

Figure		Page
1	Distribution of task difficulty ratings for Nurse and Medical Service Corpsmen	5

LIST OF TABLES

Table		Page
1	Interrater Reliabilities from Standardized Ratings	4
2	Raw Score Means and Standard Deviations	4

A COMPARISON OF TASK DIFFICULTY RATINGS MADE BY NURSES AND MEDICAL SERVICE CORPSMEN

I. INTRODUCTION

The job analysis methodology developed by the Air Force Human Resources Laboratory's Occupational Research Division at Lackland Air Force Base, Texas has been expanded to encompass the experimental application to certain officer utilization areas. As part of this expanded effort, one of the officer areas surveyed was the Nurse Utilization Field (Air Force Specialty Code (AFSC) 97XX). In addition to the job analysis of the Nurse Utilization Field, a complete job analysis of the Medical Service Career Ladder was completed by McFarland (1974). Both studies used essentially the same job inventory to allow comparisons in task performance between Nurses and Medical Service Corpsmen. This study is the first of a series that will make a direct comparison of the tasks performed by Nurse and Medical Service personnel, and is a part of a comprehensive experimental program developed in cooperation with the Nursing Resources Study Group and at the request of the Air Force Surgeon General. The purpose of this research effort is to provide a quantitative data base for use in determining current and future Air Force Nurse requirements. With this goal in mind it is considered critical to determine the relative difficulty of tasks performed by these two groups, especially since these values appear to be related to aptitude and training requirements, and further, are prerequisite to determining the optimal utilization of personnel.

During the past decade the Air Force has completed a number of studies in an effort to determine the relative difficulty of tasks and jobs (Lecznar, 1971; Madden, 1962; Mead, 1970a, 1970b; Mead & Christal, 1970). Each of these studies used, as the sample, an airman career ladder in which an Air Force Job Inventory had been completed. The basic methodology for the development of task difficulty measures has become a standardized part of the job analysis techniques used by the Air Force. This methodology consists of modifying an existing job inventory to present the rater with a 7-point relative difficulty scale. The job inventories with the difficulty scale are mailed to supervisors working in the career fields for which the inventory was designed. The supervisors rate each task in the inventory using the relative difficulty scale. The returned ratings are then collapsed across raters to obtain a mean difficulty rating for each task in the inventory. These mean difficulty ratings are used in conjunction with the time spent ratings obtained from administration of the original job inventory to obtain a difficulty rating for each job identified as existing within a career field. (See Morsh & Archer, 1967, for explanation of job inventory methodology.)

The task difficulty weights have been used by the 3700th Occupational Measurement Squadron of Air Training Command as a guide in making recommendations for curriculum changes in training courses. The task difficulty weights, when combined with the time spent ratings, have provided considerable insight into the analysis of work assigned to various categories of airmen. In addition, Fugill (1972) reported a high degree of relationship between task difficulty ratings and aptitude requirements. Numerous other research efforts that are in progress are attempting to relate task difficulty to Air Force grade requirements, to job satisfaction and career decisions of airmen, and even airmen assignment systems (Christal, 1974).

Because of the continuing impact that task difficulty data are having in the area of occupational analysis, it is critical that this first effort to develop task difficulty ratings for an officer utilization field be documented and compared with airman ratings which have consistently proved to be highly reliable.

II. PROCEDURE

A sample of 200 officers in the grade of Major and above with a Duty AFSC of 971X (Administrative Nurse) was randomly selected to complete the task difficulty inventory. Each was administered the inventory in accordance with Air Force Manual (AFM) 35-2. Of the 200 inventories administered, 149 were returned and 135 were included in the data analysis.

The airman sample consisted of 200 randomly selected 7- and 9-level Medical Service personnel with a Duty AFSC of 90270 or 90292. Each was administered the inventory in accordance with AFM 35-2. Of the 200 inventories administered,

159 were returned and 133 were used in data analysis.

The inventory booklets that were returned, but not included in the data analysis, were eliminated for one of the following reasons: Keypunch formatting errors; subject failed to follow directions, e.g., subject did not rate all of the tasks in the booklet; or subject had obviously inverted the difficulty rating scale, e.g., emptying a bed pan or answering the telephone were rated the most difficult tasks and performing a triage or delivering a baby were the easiest tasks. Directions for completing the tasks difficulty booklets were:

> Develop a frame of reference for rating task difficulty. Do this by scanning the entire list of tasks. Pick out some easy tasks which can be learned in a short time, some difficult tasks which can be learned only after a considerable length of time, and then other tasks which fall between these two extremes. The tasks which fall at or near the middle of the range should then be used as a reference point for judging the difficulty of all tasks in the inventory. Apply this reference point in completing the next step.
>
> Estimate the *time needed to learn each task satisfactorily* compared with other tasks in the career ladder. Use the scale shown here and at the top of each page to rate each task.
>
> 1. Very much below average
> 2. Below average
> 3. Slightly below average
> 4. About average
> 5. Slightly above average
> 6. Above average
> 7. Very much above average
>
> Begin with the first task in the booklet and give each task a difficulty rating from 1 to 7; record the value opposite the task statement in the column titled "DIFFICULTY." Rate every task on each page. Remember that you are comparing each task with the other tasks in the career field.

The task difficulty booklets that were administered to the two samples were not identical. The Nurse Inventory contained a total of 648 tasks while the Medical Service Inventory contained only 600 tasks (McFarland, 1974). In all, 575 tasks were common in either statement or intent. For all comparative analyses, only the 575 common tasks were considered.

III. DATA ANALYSIS

Table 1 shows the analysis of the interrater reliability (Lindquist, 1953) for both the Nurse and Medical Service difficulty ratings. R_{kk} is the interrater reliability of the mean task ratings for the total raters. It serves as an indicator of the stability of the mean ratings for all tasks. R_{11} is the reliability of a single rater with the group's mean difficulty ratings of the tasks. The interrater reliabilities that are included in Table 1 are based on standardized ratings with a mean of 5.0 and a standard deviation of 1.

Table 1. **Interrater Reliabilities from Standardized Ratings**

	Nurse	Medical Service Corpsman
R_{kk}	.993	.990
R_{11}	.516	.429
Mean of All Tasks (Standardized Ratings)	5.000	5.000
Standard Deviation of All Tasks Means (Standardized Ratings)	1.000	1.000

Table 2 shows the raw score means and standard deviations for the two samples. The differences between the means and variances were both statistically significant with t values beyond the .01 level of confidence.

Table 2. **Raw Score Means and Standard Deviations**

	Nurse	Medical Service Corpsman	r_{12}
Mean of All Tasks	3.701	4.051	.941
Standard Deviation of All Tasks Means	1.112	0.870	.461

The distributions of the sample means are graphically displayed in Figure 1. The correlation between the task ratings for Nurse and Medical Service Corpsman was .941. Actual task difficulty ratings for all common tasks are shown in the Appendix A.

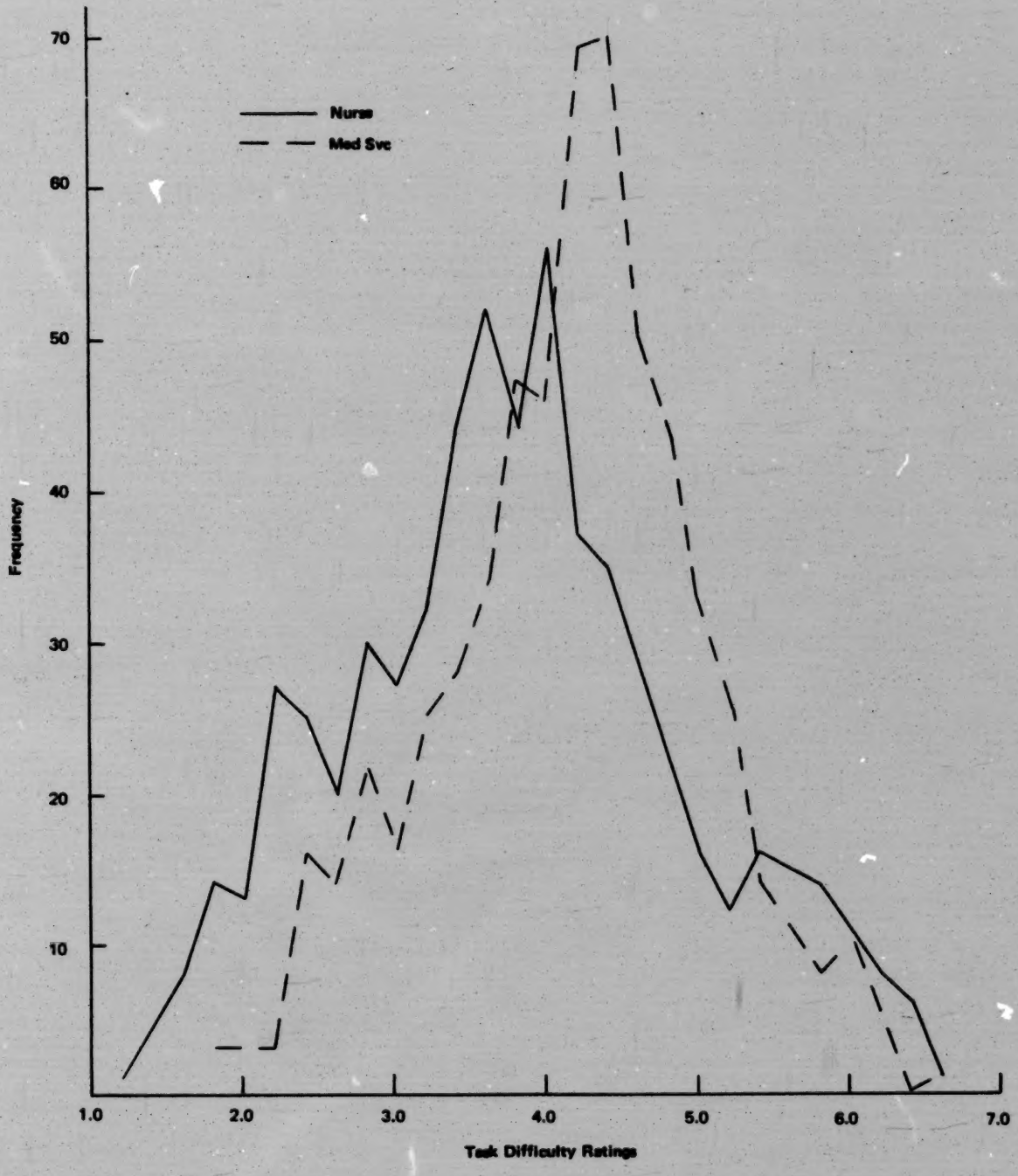

Figure 1. **Distribution of task difficulty ratings for Nurse and Medical Service Corpsmen.**

IV. DISCUSSION

As evidenced by the interrater reliability values, Nurses showed a high degree of agreement in their ratings of task difficulty. The interrater reliability ratings were in fact higher than .99 for both the Nurse and Medical Service Corpsman ratings. This finding is extremely important if the Air Force occupational research methodology is to be successfully expanded to encompass officer utilization areas. These results suggest that officer difficulty ratings may be used with the same confidence as the airmen ratings in determining technical school requirements, and possibly even aptitude requirements.

As noted in the results section, significant differences were found between the means and variances of the task ratings for the two groups. This was to be expected. By reviewing the definition of task difficulty used for this study; i.e., time to learn to perform a task satisfactorily, it would be expected that Nurses would have a lower mean rating, due to their academic and applied experience in the health care field prior to entering the Air Force. Thus, many tasks that are closely related to prior academic training would be perceived as requiring relatively less time to learn by Nurses than by Medical Service Corpsmen who do not have equivalent previous experience.

Of greater importance in meeting the goals of providing a comprehensive analysis of the jobs performed by Nurse and Medical Service Corpsman is the high correlation that was found between the difficulty ratings for these two groups. This finding will allow direct comparison of the difficulty of specific jobs being performed by Nurse and Medical Service personnel with no bias in difficulty ratings employed. The Nurse and Medical Service task difficulty ratings are essentially the same in rank order (i.e., tasks rated least difficult by Nurses were also rated least difficult by Medical Service Corpsmen, and tasks rated as most difficult by Nurses were also rated most difficult by Medical Service Corpsmen). This finding markedly increases the potential payoff of the ongoing research in this area. By using the difficulty ratings and other variables derived from the difficulty ratings, it may be possible to make recommendations of job areas that Medical Service Corpsmen can perform with little or no additional training. By expanding the areas of responsibility, it may be expected that the job satisfaction of the Medical Service Corpsman will be enhanced, while at the same time freeing Nursing personnel for more demanding tasks. These job difficulty variables may be expected to be key variables in identifying ways in which the Nurse and Medical Service Corpsman may optimally utilize their talents and training.

REFERENCES

Air Force Manual 35-2. *Occupational analysis procedures for conducting occupational surveys and Air Force specialty evaluations.* Washington, D. C.: Department of the Air Force, 9 July 1968.

Christal, R.E. *The United States Air Force occupational research project.* AFHRL-TR-73-75. Lackland AFB, Tex.: Occupational Research Division, Air Force Human Resources Laboratory, January 1974.

Fugill, J.W.K. *Task difficulty and task aptitude benchmark scales for the mechanical and electronics career fields.* AFHRL-TR-72-40, AD-754 848. Lackland AFB, Tex.: Personnel Research Division, Air Force Human Resources Laboratory, April 1972.

Lindquist, E.F. *Design and analysis of experiments in psychology and education.* Boston: Houghton Mifflin Co., 1953.

Lecznar, W.B. *Three methods for estimating difficulty of job tasks.* AFHRL-TR-71-30, AD-730 594. Lackland AFB, Tex.: Personnel Research Division, Air Force Human Resources Laboratory, July 1971.

Madden, J.M. What makes work difficult? *Personnel Journal,* 1962, **41**(7), 341-344.

McFarland, B.P. *Job analysis of the medical service career field.* AFHRL-TR-73-36. Lackland AFB, Tex.: Occupational Research Division, Air Force Human Resources Laboratory, January 1974.

Mead, D.F. *Continuation study on development of a method for evaluating job difficulty.* AFHRL-TR-70-43, AD-720 254. Lackland AFB, Tex.: Personnel Division, Air Force Human Resources Laboratory, November 1970. (a)

Mead, D.F. *Development of an equation for evaluating job difficulty.* AFHRL-TR-70-42, AD-720 253. Lackland AFB, Tex.: Personnel Division, Air Force Human Resources Laboratory, November 1970. (b)

Mead, D.F., & Christal, R.E. *Development of a constant standard weight equation for evaluating job difficulty.* AFHRL-TR-70-44, AD-720 255. Lackland AFB, Tex.: Personnel Division, Air Force Human Resources Laboratory, November 1970.

Morsh, J.E., & Archer, W.B. *Procedural guide for conducting occupational surveys in the United States Air Force.* PRL-TR-67-11, AD-664 036. Lackland AFB, Tex.: Personnel Research Laboratory, Aerospace Medical Division, September 1967.

APPENDIX A: TASK DIFFICULTY RATINGS

TSKNDX IN MEAN DIFFICULTY RATINGS
FOR COMBINED NURSE MED SVC RATERS,
RATINGS ARE STANDARDIZED.

D	TSK	DUTY/TASK TITLES	TASK INDEX (AVERAGE VALUE)..... TASK SEQUENCE NUMBER.....	
D	17	PERFORM SPINAL PUNCTURE AND ADMINISTER SPINAL ANESTHESIA (394)	1	7.65
E	23	INSERT ARTERIAL CATHETERS (420)	2	7.32
D	3	ADMINISTER INTRAVENOUS ANESTHESIA OR OTHER DRUGS ACCESSORY TO ANESTHESIA (380)	3	7.29
B	143	PERFORM THORACOTOMY (292)	4	7.28
D	2	ADMINISTER INHALATION ANESTHESIA (379)	5	7.26
D	1	ADMINISTER ANESTHESIA BLOCKS SUCH AS BRACHIAL, FIELD, REGIONAL OR AUXILIARY (378)	6	7.25
E	50	PERFORM TRACHEOTOMY (447)	7	7.20
D	7	MAINTAIN ANESTHESIA DURING OPERATIVE, DELIVERY ROOM OR DIAGNOSTIC PROCEDURES (384)	8	7.19
E	16	DIAGNOSE PATIENT ILLNESS (413)	9	7.14
E	15	DESIGN, MODIFY OR BUILD THERAPY-RELATED EQUIPMENT (412)	10	7.12
E	25	INTERPRET ELECTROCARDIOGRAPHIC TRACINGS (422)	11	7.12
E	26	INTERPRET PSYCHOLOGICAL TESTS (423)	12	7.10
D	16	PERFORM REMEDIAL MEASURES TO COUNTERACT UNFAVORABLE SYMPTOMS DURING ANESTHESIA (393)	13	7.09
D	5	DETERMINE TYPE OF ANESTHETIC AGENT TO BE USED (382)	14	7.05
E	41	PERFORM CUTDOWNS (438)	15	7.04
H	5	INTERPRET RESEARCH DATA AND FINDINGS (512)	16	7.00
D	14	PERFORM ENDOTRACHEAL INTUBATION (391)	17	6.99
E	42	PERFORM INDIVIDUAL PSYCHOTHERAPY (439)	18	6.95
H	9	WRITE RESEARCH REPORTS (516)	19	6.92
A	37	DRAFT BUDGET ESTIMATES (37)	20	6.89
H	4	DEVELOP RESEARCH DESIGNS (511)	21	6.89
H	1	ANALYZE RESEARCH DATA (508)	22	6.83
E	14	DEFIBRILLATE PATIENTS (411)	23	6.83
A	4	ASSIST IN PLANNING THE PHYSICAL LAYOUT OF MEDICAL SERVICE FACILITIES (4)	24	6.79
E	56	ROLL SKIN GRAFTS (453)	25	6.76
E	10	CONDUCT GROUP PSYCHOTHERAPY (407)	26	6.75
E	40	PERFORM CRICOTHYROIDOTOMY (437)	27	6.73
E	45	PERFORM PERITONEAL DIALYSIS (442)	28	6.73
E	53	PRESCRIBE MEDICATIONS (450)	29	6.72
I	28	TRAIN INSTRUCTORS (544)	30	6.69
I	30	WRITE PLANS OF INSTRUCTION (POI'S), COURSE TRAINING STANDARDS OR OTHER COURSE CONTROL DOCUMENTS (546)	31	6.69
A	39	DRAFT RECOMMENDATIONS FOR REVISIONS TO MANUALS, TECHNICAL PUBLICATIONS OR SOP'S (39)	32	6.68

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

E	11	CONDUCT SICK CALL IN ABSENCE OF PHYSICIAN (408)	33	6.67
E	22	INITIATE TREATMENT AS A RESULT OF INTERPRETING MONITORING DEVICES (419)	34	6.65
B	80	DELIVER BABY IN ABSENCE OF PHYSICIAN (229)	35	6.63
I	31	WRITE STUDENT STUDY GUIDES (547)	36	6.62
H	7	TEST CONCLUSIONS DERIVED FROM RESEARCH (514)	37	6.62
H	2	ASSIST IN DEFINING RESEARCH PROBLEMS (509)	38	6.62
A	148	WRITE BULLETINS, MANUALS OR PUBLICATIONS (148)	39	6.59
B	101	INTERPRET READINGS FROM ELECTRONIC MONITORING DEVICES SUCH AS CARDIAC MONITOR (250)	40	6.56
E	54	PRESCRIBE TREATMENTS (451)	41	6.51
I	4	CONDUCT FORMAL CLASSROOM TRAINING (520)	42	6.50
A	132	SERVE ON INSPECTION TEAM AT COMMAND LEVEL OR ABOVE (132)	43	6.48
I	27	SUPERVISE OR EVALUATE INSTRUCTORS (543)	44	6.46
B	38	APPLY CASTS TO THE TRUNK OR PELVIC AREA SUCH AS SPIKA OR BODY CASTS (187)	45	6.44
C	22	PERFORM CIRCUMCISION OF NEWBORN INFANTS (363)	46	6.43
E	4	APPLY PACEMAKERS TO PATIENTS (401)	47	6.39
I	29	WRITE LESSON PLANS (545)	48	6.39
I	3	CONDUCT EDUCATIONAL WORKSHOPS, CONFERENCES OR SYMPOSIA (519)	49	6.38
I	26	SUPERVISE FORMAL AIR FORCE TRAINING PROGRAMS (542)	50	6.33
I	22	PREPARE EDUCATIONAL TEST ITEMS (538)	51	6.30
I	21	PLAN OR DEVELOP EDUCATIONAL PROGRAMS OR CONFERENCES (537)	52	6.27
A	50	FORMULATE LOCAL HOSPITAL, DISPENSARY OR NURSING INSTRUCTIONS (HOI'S, DOI'S OR NOI'S) (50)	53	6.26
H	6	SERVE AS RESEARCH ASSISTANT (513)	54	6.25
A	89	PERFORM STAFF OR LIAISON VISITS (89)	55	6.25
I	11	EVALUATE CURRICULA (527)	56	6.24
G	19	PERFORM NEWBORN, WELL BABY OR CHILD DEVELOPMENT EXAMS (494)	57	6.23
I	10	DEVELOP CURRICULA (526)	58	6.23
E	47	PERFORM PHYSICAL EXAMINATIONS (444)	59	6.22
A	87	PERFORM AS NURSING CONSULTANT (87)	60	6.21
D	13	OBSERVE PATIENT'S CONDITION DURING SURGICAL PROCEDURE AND ADVISE SURGEON (390)	61	6.20
G	18	PERFORM MINOR SURGERY (493)	62	6.19
D	10	MONITOR PATIENT'S LEVEL OF PAIN OR CONSCIOUSNESS (387)	63	6.18
E	5	ASSIST WITH GROUP PSYCHOTHERAPY (402)	64	6.18
A	110	PREPARE RECOMMENDATIONS FOR SPECIAL AWARDS (110)	65	6.15
I	12	EVALUATE EDUCATIONAL TEST ITEMS (528)	66	6.15
D	19	SUPERVISE OR INSTRUCT PERSONNEL IN USE OR MAINTENANCE OF RESUSCITATIVE APPARATUS (396)	67	6.14
E	7	ASSIST WITH PSYCHODRAMA (404)	68	6.14
E	52	PREPARE AND PRESENT SPEECHES OR ADDRESSES (449)	69	6.13
A	38	DRAFT OR REVISE JOB DESCRIPTIONS (38)	70	6.12
B	113	MIX ALLERGY EXTRACTS (262)	71	6.12
E	12	CONDUCT STAFF DISCUSSIONS ON CONFLICTS BETWEEN PATIENTS AND STAFF (409)	72	6.07
E	24	INSERT INTRAVENOUS PLACEMENT UNITS, SUCH AS INTERCATHS OR JELCO NEEDLES (421)	73	6.05
E	58	SERVE AS A MEMBER OF CARDIOPULMONARY RESUSCITATION TEAM (455)	74	6.03
I	13	EVALUATE FORMAL CLASSROOM TRAINING (529)	75	6.02

D	12	MONITOR SPINAL ANESTHESIA (389)	76	6.00
A	16	CONDUCT STAFF MEETINGS (16)	77	6.00
H	3	COLLECT RESEARCH DATA (510)	78	6.00
G	4	ASSIST FAMILIES TO PLAN HEALTH CARE WITHIN THEIR FINANCIAL, EMOTIONAL AND PHYSICAL RESOURCES (479)	79	5.98
B	146	PERFORM TRIAGE IN A FIELD ENVIRONMENT (295)	80	5.98
E	20	IDENTIFY AND MANAGE FRACTURES OR DISLOCATIONS (417)	81	5.97
A	90	PLAN CAREER DEVELOPMENT ASSIGNMENTS FOR PERSONNEL (90)	82	5.96
A	23	COUNSEL PERSONNEL ON PERSONAL PROBLEMS (23)	83	5.95
G	12	COUNSEL UNWED MOTHERS (487)	84	5.95
G	15	MANAGE AN ADULT OUTPATIENT CLINIC SUCH AS OB-GYN, CANCER DETECTION, FAMILY PLANNING, NUTRITION OR DIABETES (490)	85	5.94
D	8	MAINTAIN EQUIPMENT AND SUPPLIES USED FOR ADMINISTRATION OF ANESTHETIC AGENTS (385)	86	5.92
A	26	DETERMINE OR EVALUATE SUPPLY OR EQUIPMENT REQUIREMENTS ABOVE WARD OR SECTION LEVEL (26)	87	5.90
A	124	REVIEW MANNING DOCUMENTS AND SUBMIT RECOMMENDATIONS FOR CHANGE (124)	88	5.90
E	30	MANAGE EMERGENCY DENTAL PROBLEMS (427)	89	5.90
D	18	RECORD ANESTHESIA DATA DURING SURGICAL PROCEDURES (395)	90	5.90
G	32	TEACH SEX EDUCATION (507)	91	5.89
E	37	PARTICIPATE IN STAFF MEETINGS ON PSYCHODYNAMICS OF PATIENT BEHAVIOR (434)	92	5.87
A	34	DIRECT OR SUPERVISE THE PREPARATION OF PERFORMANCE OR EFFICIENCY RATINGS ON SUBORDINATES (34)	93	5.85
A	142	SUPERVISE THE FORMULATION OF PRESCRIBED DIETS IN THE ABSENCE OF DIETICIAN (142)	94	5.83
E	2	ADMINISTER PSYCHOLOGICAL TESTS (399)	95	5.82
C	3	CIRCULATE DURING OPERATIONS AND ANTICIPATE THE NEEDS OF SCRUBBED MEMBERS OF SURGICAL TEAMS OR ANESTHETISTS (344)	96	5.82
B	57	ASSIST PHYSICIAN IN MAKING DIFFERENTIAL DIAGNOSIS (206)	97	5.81
A	30	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES (30)	98	5.80
A	111	PREPARE RECOMMENDATIONS FOR SPECIAL CORRECTIVE ACTION IN CASE OF RECURRING PROBLEMS (111)	99	5.80
D	4	ADMINISTER LOCAL ANESTHESIA (381)	100	5.80
G	11	COUNSEL PATIENTS REGARDING DRUG USE AND ABUSE (486)	101	5.80
A	94	PLAN PHYSICAL THERAPY REGIMEN FOR PATIENTS IN THE ABSENCE OF THERAPIST (94)	102	5.80
B	149	PERFORM VAGINAL EXAMINATIONS (298)	103	5.80
A	24	COUNSEL PERSONNEL OR (PROFESSIONAL) (PERFORMANCE) EVALUATIONS OR (PERFORMANCE) STANDARDS (24)	104	5.79
E	8	ASSIST WITH SHOCK THERAPY SUCH AS ELECTRO-CONVULSIVE, INSULIN OR INDOKLON (405)	105	5.79
I	2	CONDUCT CONTINUOUS INSERVICE EDUCATION PROGRAMS (518)	106	5.78
I	14	EVALUATE OJT (530)	107	5.77
G	9	CONDUCT PEDIATRIC OUTPATIENT CLINIC (484)	108	5.77
G	28	SUTURE SURGICAL INCISIONS (503)	109	5.77
A	28	DETERMINE PERSONNEL REQUIREMENTS (28)	110	5.75
I	25	SELECT OR ASSIGN INSTRUCTORS (541)	111	5.75
D	11	MONITOR POSTANESTHETIC RECOVERY OF PATIENTS (388)	112	5.75
E	21	IDENTIFY AND MANAGE SUNSTROKE OR HEAT EXHAUSTION (418)	113	5.75
B	147	PERFORM TRIAGE IN A MEDICAL FACILITY (296)	114	5.74
A	141	SUPERVISE THE DISASTER CONTROL RROGRAM FOR THE SECTION OR FACILITY (141)	115	5.73

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

G	10	CONDUCT PRE AND POSTNATAL CLINICS (485)	116	5.73
A	92	PLAN OR MONITOR PROGRAMS FOR DETECTING DISEASE-PRODUCING ORGANISMS IN PATIENTS' ENVIRONMENT (92)	117	5.69
G	29	TEACH FAMILY PLANNING CLASSES AND MAKE REFERRALS (504)	118	5.69
E	36	PARTICIPATE IN CRITIQUES OF PATIENT THERAPY GROUPS (433)	119	5.68
E	46	PERFORM PHYSICAL THERAPY PROCEDURES (443)	120	5.68
I	20	PERFORM EDUCATIONAL COUNSELING (536)	121	5.68
E	19	IDENTIFY AND MANAGE COLD INJURIES (416)	122	5.67
E	43	PERFORM OCCUPATIONAL THERAPY PROCEDURES (440)	123	5.67
E	51	PLAN ACTIVITIES FOR PSYCHIATRIC PATIENTS (448)	124	5.67
E	57	SCREEN BLOOD DONORS AND DRAW BLOOD FOR BLOOD BANK (454)	125	5.67
E	31	MONITOR HEART TONES OTHER THAN FETAL (428)	126	5.65
E	64	TAKE X-RAYS (461)	127	5.65
E	18	IDENTIFY AND MANAGE BURNS (415)	128	5.64
G	16	PERFORM ANTEPARTAL TEACHING (491)	129	5.64
E	32	OBSERVE AND RECORD BEHAVIORAL REACTIONS OF PSYCHIATRIC PATIENTS (429)	130	5.63
B	157	PREPARE PATIENTS PSYCHOLOGICALLY TO COPE WITH THEIR ILLNESSES (306)	131	5.62
B	37	APPLY CASTS TO THE EXTREMITIES (186)	132	5.61
D	6	EXPLAIN ANESTHETIC PROCEDURE TO PATIENT (383)	133	5.61
A	105	PREPARE OR ENDORSE AIRMAN PERFORMANCE REPORTS (105)	134	5.61
B	116	MONITOR THE PROGRESS OF PATIENTS IN LABOR (265)	135	5.61
B	58	ASSIST PHYSICIAN OR ANOTHER NURSE WITH INFANT DELIVERIES (207)	136	5.60
G	31	TEACH PRE OR POSTNATAL CLASSES TO PARENTS (506)	137	5.58
G	7	ASSIST IN EPIDEMIOLOGICAL STUDIES OF COMMUNICABLE DISEASES (482)	138	5.58
G	21	RECOMMEND INFANT FORMULA CHANGES OR FEEDING SCHEDULES (496)	139	5.58
G	30	TEACH OR SUPERVISE INFANT CARE (505)	140	5.58
A	51	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH OTHER HEALTH TEAM MEMBERS (51)	141	5.56
B	165	REVIEW OR INTERPRET LAB REPORTS AND REPORT FINDINGS TO PHYSICIAN (314)	142	5.56
B	179	START BLOOD TRANSFUSIONS (328)	143	5.56
A	62	INTERVIEW CIVILIAN JOB APPLICANTS (62)	144	5.56
E	38	PERFORM ALLERGY TESTING (435)	145	5.55
E	59	SET UP EQUIPMENT FOR USE IN CARDIAC EMERGENCIES (456)	146	5.55
B	18	ADMINISTER INTRAVENOUS MEDICATIONS (167)	147	5.55
A	54	INITIATE DISCIPLINARY OR CORRECTIVE PERSONNEL PROCEDURES (54)	148	5.54
A	123	RESOLVE PERSONNEL PROBLEMS, INCIDENTS OR DISCIPLINARY MATTERS (123)	149	5.54
E	6	ASSIST WITH INSERTION OF CHEST TUBES (403)	150	5.54
A	49	EVALUATE UTILIZATION OF (NURSING STAFF) (MEDICAL SERVICE) PERSONNEL (49)	151	5.54
A	104	PREPARE OFFICIAL CORRESPONDENCE (104)	152	5.54
E	13	DEBRIDE WOUNDS (410)	153	5.54
A	46	EVALUATE THE QUALITY OF PATIENT CARE (46)	154	5.53
E	66	TRAIN NON-MEDICAL PERSONNEL IN EMERGENCY FIRST AID PROCEDURES (463)	155	5.53
E	48	PERFORM ROUTINE HEMATOLOGY (445)	156	5.52
G	27	SUTURE LACERATIONS (502)	157	5.52

I	23	PREPARE TRAINING REPORTS (539)	158	5.52
A	75	MONITOR HUMAN RELIABILITY PROGRAM (75)	159	5.51
A	22	COUNSEL INDIVIDUALS ON CAREER PROGRESSION OPPORTUNITIES (22)	160	5.51
A	44	EVALUATE SKILL LEVEL OF ASSIGNED (NURSING) (MEDICAL) SERVICE PERSONNEL (44)	161	5.51
A	95	PLAN REPLACEMENT AND MODERNIZATION PROGRAM FOR SUPPLIES AND EQUIPMENT (95)	162	5.51
B	124	PARTICIPATE IN INFORMAL, UNSTRUCTURED DISCUSSIONS WITH PSYCHIATRIC PATIENTS (273)	163	5.50
E	44	PERFORM PAP SMEARS (441)	164	5.50
A	125	REVIEW PERFORMANCE OR EFFICIENCY REPORTS (125)	165	5.50
E	60	SET UP OR APPLY ELECTRONIC MONITORING DEVICES TO PATIENTS (457)	166	5.50
A	73	MEET WITH HEALTH TEAM MEMBERS OTHER THAN NURSES TO PLAN FOR TOTAL PATIENT CARE (73)	167	5.48
H	8	TEST NEW EQUIPMENT, SUPPLY ITEMS OR UNIFORMS (515)	168	5.47
E	65	TIE OFF OR CLAMP BLEEDERS (462)	169	5.45
A	72	MEDIATE INTERPERSONAL RELATIONSHIPS BETWEEN PATIENTS AND PHYSICIANS (72)	170	5.44
E	55	READ AND RECORD CENTRAL VENOUS PRESSURE (452)	171	5.44
A	25	DESIGN ORGANIZATIONAL CHARTS (25)	172	5.44
A	42	EVALUATE DUTY PERFORMANCE OF (NURSING) MEDICAL) SERVICE PERSONNEL (42)	173	5.42
J	1	ACT AS LIAISON BETWEEN MEDICAL AND FLYING CREWS (548)	174	5.42
B	48	APPLY ORTHOPEDIC BRACES (197)	175	5.42
A	147	WORK WITH LOCAL CIVILIAN HEALTH AGENCIES IN PREVENTIVE MEDICINE PROGRAMS (147)	176	5.41
E	35	ORGANIZE OR MONITOR RABIES CONTROL PROGRAM (432)	177	5.40
A	5	ASSIST IN SCREENING, DISPOSITION OR CLASSIFICATION OF OVERSEAS PATIENTS OR RECORDS (5)	178	5.40
D	9	MAINTAIN SUPPLY OF ANESTHETIC AGENTS AND ACCESSORY DRUGS (386)	179	5.40
D	15	PERFORM OR SUPERVISE CONDUCTIVITY TESTING (392)	180	5.40
E	27	MAINTAIN PROFESSIONAL ACTIVITY REPORTS (424)	181	5.40
A	88	PERFORM PATIENT NURSING-RECORDS AUDIT (88)	182	5.39
B	39	APPLY CERVICAL TRACTION (188)	183	5.39
B	144	PERFORM ENDOTRACHEAL SUCTION (293)	184	5.39
C	34	SUPERVISE PERFORMANCE OF PERSONNEL DURING OR SURGICAL PROCEDURES (375)	185	5.39
I	7	CONSTRUCT TRAINING AIDS (523)	186	5.39
A	31	DEVELOP OR MAINTAIN A PLAN FOR PATIENTS TO EVALUATE THE CARE THEY RECEIVE (31)	187	5.38
A	99	PREPARE CIVILIAN PERFORMANCE RATINGS (99)	188	5.38
B	183	TEACH CARDIAC CARE TO PATIENTS (332)	189	5.38
I	24	RECOMMEND INDIVIDUALS FOR SPECIALIZED TRAINING (540)	190	5.37
B	17	ADMINISTER INTRAVENOUS INFUSIONS (166)	191	5.36
F	5	DEVELOP PICTORIAL CONTENT INDEX FOR BASIC CENTRAL STERILE SUPPLY TRAYS OR EQUIPMENT (470)	192	5.36
J	20	PREPARE PLAN FOR PATIENT EVACUATION FROM AIRCRAFT IN EMERGENCIES (567)	193	5.36
A	121	RESOLVE EMERGENCY STAFFING PROBLEMS (121)	194	5.35
E	67	TREAT SNAKE BITE (464)	195	5.35

B	94	IDENTIFY REHABILITATION PROBLEMS OR NEEDS OF PATIENTS (243)	196	5.33
B	159	PREVENT OR CARE FOR POSTPARTUM HEMORRHAGE (308)	197	5.33
G	5	ASSIST IN AIR FORCE COMMUNITY COMMUNICABLE DISEASE TESTING PROGRAMS (480)	198	5.33
A	143	SUPERVISE THE PREPARATION OF MEALS FOR PATIENTS (143)	199	5.32
I	5	CONDUCT OJT (ON-THE-JOB-TRAINING) (521)	200	5.32
C	12	MAKE PRE OR POSTOPERATIVE VISITS FOR THE PURPOSE OF EVALUATING PATIENTS (353)	201	5.31
A	13	COLLECT OR MAINTAIN HEALTH-RELATED STATISTICS (13)	202	5.31
A	17	COORDINATE WITH DISASTER CONTROL SUPERVISOR ON NURSING CARE CAPABILITY OF WARD OR SECTION (17)	203	5.31
A	134	SUPERVISE AIRMEN OTHER THAN (902XX) (902X0'S OR 902X2'S) (134)	204	5.31
B	93	IDENTIFY PERSONAL OR EMOTIONAL PROBLEMS OR NEEDS OF PATIENTS (242)	205	5.31
B	184	TEACH DIABETIC CARE TO PATIENTS (333)	206	5.31
C	16	MONITOR PATIENT BLOOD LOSS (357)	207	5.31
J	26	SUPERVISE INFLIGHT NURSING CARE (573)	208	5.31
A	27	DETERMINE OR EVALUATE SUPPLY OR EQUIPMENT REQUIREMENTS AT WARD OR SECTION LEVEL (27)	209	5.30
J	6	COORDINATE WITH MAC REGARDING PATIENT TRANSPORTATION REQUIREMENTS OR LIMITATIONS (553)	210	5.30
A	52	GUIDE SUBORDINATES IN MAINTAINING FAVORABLE INTERPERSONAL RELATIONSHIPS WITH PATIENTS (52)	211	5.29
G	26	SUPERVISE HOME NURSING CARE PRACTICES OF FAMILY MEMBERS OR ANCILLARY PERSONNEL (501)	212	5.29
B	130	PERFORM EXTERNAL CARDIAC MASSAGE (279)	213	5.29
F	3	DETERMINE SUPPLY OF EQUIPMENT LEVELS FOR CENTRAL STERILE SUPPLY (468)	214	5.26
C	1	ASSIST ANESTHETIST DURING OPERATING ROOM OR DELIVERY ROOM PROCEDURES (342)	215	5.25
E	61	SUGGEST OR ORDER LABORATORY OR X-RAY PROCEDURES FOR PATIENTS (458)	216	5.25
A	114	PREPARE UNIT RECORDS, GRAPHS, REPORTS OR STUDIES (114)	217	5.25
A	127	REVIEW SUGGESTIONS AND FORWARD FOR OFFICIAL CONSIDERATION (127)	218	5.25
A	33	DIRECT OR SUPERVISE THE ADMINISTRATION OF DRUGS (33)	219	5.24
B	140	PERFORM RECTAL EXAMINATIONS (289)	220	5.24
B	161	PROVIDE EMOTIONAL SUPPORT TO PATIENT FAMILIES (310)	221	5.24
C	33	SUPERVISE PERFORMANCE OF PERSONNEL DURING DELIVERY ROOM PROCEDURES (374)	222	5.23
I	1	ADMINISTER WRITTEN, ORAL OR PERFORMANCE EXAMINATIONS (517)	223	5.20
J	12	PLAN OR PROVIDE NURSING CARE IN FLIGHT (559)	224	5.20
A	55	INITIATE REFERRAL FOR THIRD-PARTY LIABILITY (55)	225	5.19
C	8	DIRECT OR SUPERVISE THE PREPARATION OF SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (349)	226	5.19
C	5	DIRECT OR INSTRUCT PERSONNEL IN PREPARATION, DISINFECTION AND CARE OF OR OR DELIVERY ROOM (346)	227	5.19
J	2	BRIEF PERSONNEL AT RECEIVING UNIT REGARDING CARE GIVEN AND CONDITION OF PATIENT EVACUEES (549)	228	5.19
B	145	PERFORM TRACHEOSTOMY CARE (294)	229	5.18
B	178	SET UP UNDERWATER SEALED DRAINAGE (327)	230	5.18
F	1	COORDINATE CENTRAL STERILE SUPPLY ACTIVITIES WITH PROFESSIONAL AND ADMINISTRATIVE SERVICES (466)	231	5.18

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

J	5	COORDINATE WITH FLIGHT CREW CONCERNING SUCH ITEMS AS FLIGHT PLAN OR MISSION REQUIREMENTS (552)	232	5.18
A	56	INITIATE REQUESTS FOR PERSONNEL REPLACEMENTS (56)	233	5.18
A	97	PLAN UNIT SAFETY OR SECURITY PROGRAMS (97)	234	5.18
C	18	ORGANIZE PERSONNEL ASSISTING WITH SURGICAL PROCEDURES (359)	235	5.18
A	29	DETERMINE WORK PRIORITIES (29)	236	5.17
E	29	MAKE UP DISASTER CASUALTY CONTROL KITS (426)	237	5.17
E	33	OBTAIN MEDICAL HISTORY FROM PATIENT OR OTHER INFORMANT (430)	238	5.17
A	74	MEET WITH (OTHER) NURSES TO PLAN TOTAL PATIENT CARE (74)	239	5.17
B	19	ADMINISTER IPPB (INTERMITTANT POSITIVE PRESSURE BREATHING) THERAPY (168)	240	5.17
B	68	CARE FOR PATIENTS ON TURNING FRAMES OR CIRCLE ELECTRIC BEDS (217)	241	5.17
C	2	ASSIST SURGEON DURING OPERATION BY RETRACTING OR SPONGING (343)	242	5.17
A	45	EVALUATE THE PREPARATION OF (NURSING) (PATIENT CARE) RECORDS OR REPORTS (45)	243	5.16
A	47	EVALUATE THE UTILIZATION OF WORK AREAS OR SPACE (47)	244	5.15
A	35	DIRECT OR SUPERVISE THE UTILIZATION OF EQUIPMENT AND SUPPLIES (35)	245	5.15
C	15	MONITOR FETAL HEART TONES (356)	246	5.15
B	160	PREVENT OR TREAT SHOCK (309)	247	5.14
C	17	ORGANIZE PERSONNEL ASSISTING WITH DELIVERY ROOM PROCEDURES (358)	248	5.14
B	127	PARTICIPATE IN RECRUITING ACTIVITIES (276)	249	5.13
B	150	PREPARE AND MAINTAIN NURSING CARE PLANS (299)	250	5.13
C	4	COORDINATE OR SCHEDULES WITH OR TEAMS OR PATIENT'S NURSING UNIT (345)	251	5.13
C	36	SUPERVISE THE PREPARATION OF PATIENT FOR OR SURGICAL PROCEDURES (377)	252	5.12
J	3	COORDINATE RECEPTION OR PREPARATION OF AEROMEDICAL EVACUATION PATIENTS WITH AIR EVACUATION UNIT OR APPROPRIATE WARD (550)	253	5.11
J	4	COORDINATE WITH AIR EVACUATION CONTROL OFFICER ON INCOMING OR OUTGOING PATIENT REQUIREMENTS (551)	254	5.11
C	20	ORGANIZE SUPPLIES OR EQUIPMENT FOR SURGICAL PROCEDURES (361)	255	5.09
A	135	SUPERVISE CIVILIAN ADMINISTRATIVE OR CLERICAL SUPPORT PERSONNEL (135)	256	5.08
G	17	PERFORM DIAGNOSTIC TESTS SUCH AS PKU OR PATCH TESTS (IN A COMMUNITY HEALTH SETTING) (492)	257	5.08
C	7	DIRECT OR SUPERVISE THE PREPARATION OF SUPPLIES OR EQUIPMENT FOR DELIVERY ROOM PROCEDURES (348)	258	5.08
A	133	SOLICIT VOLUNTEERS FOR HOSPITAL OR CLINIC WORK (133)	259	5.07
G	6	ASSIST IN CONTACT FOLLOW-UP OF COMMUNICABLE DISEASE PATIENTS (481)	260	5.07
I	6	CONDUCT ORIENTATION SESSIONS FOR (NURSING) (MEDICAL) SERVICE PERSONNEL (522)	261	5.07
B	187	TEACH PATIENT TO USE VARIOUS TYPES OF EQUIPMENT (336)	262	5.06
A	48	EVALUATE TIME SCHEDULES FOR WARD COVERAGE AND COORDINATE ADJUSTMENTS (48)	263	5.06
I	8	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION (524)	264	5.06

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

A	84	PARTICIPATE IN AIR FORCE RETENTION PROGRAM (84)	265	5.05
A	126	REVIEW SPECIAL INCIDENT REPORTS (126)	266	5.05
E	9	CHECK ADEQUACY OF OR RESTOCK CARDIOPULMONARY EMERGENCY SETS (406)	267	5.05
C	35	SUPERVISE THE PREPARATION OF PATIENTS FOR DELIVERY ROOM PROCEDURES (376)	268	5.05
J	14	PREPARE AND GIVE PREFLIGHT BRIEFING TO MEDICAL CREW (561)	269	5.04
C	21	PASS STERILE INSTRUMENTS AND SUPPLIES TO PHYSICIAN DURING SURGICAL PROCEDURES (362)	270	5.03
E	49	PERFORM ROUTINE URINALYSIS (446)	271	5.02
B	64	ASSIST WITH THORACENTESIS OR PARACENTESIS (213)	272	5.00
B	107	MAKE PRE OR POSTPARTAL VISITS TO EVALUATE CONDITION OF PATIENTS (256)	273	5.00
F	2	DETERMINE METHOD FOR BULK STORAGE OF CENTRAL STERILE SUPPLIES OR EQUIPMENT (467)	274	5.00
I	9	DEMONSTRATE NURSING PROCEDURES (525)	275	5.00
J	19	PREPARE PATIENT POSITIONING PLAN (566)	276	5.00
A	41	ESTABLISH SANITATION PROCEDURES (41)	277	5.00
A	136	SUPERVISE CIVILIAN AUXILIARY NURSING PERSONNEL (136)	278	5.00
A	145	SUPERVISE 902X0 OR 902X2 PERSONNEL (145)	279	5.00
G	25	SCREEN OUTPATIENTS TO DETERMINE THEIR CLASSIFICATION OR PRIORITY OF TREATMENT (500)	280	5.00
A	43	EVALUATE PROCEDURES FOR STORAGE, INVENTORY OR INSPECTION OF PROPERTY ITEMS (43)	281	4.99
B	132	PERFORM GASTRIC LAVAGE (281)	282	4.99
C	6	DIRECT OR SUPERVISE THE PREPARATION OF OPERATIVE SITES FOR SURGICAL PROCEDURES (347)	283	4.99
D	20	WRITE DRUG ORDERS AS PRESCRIBED BY PHYSICIAN AND OBTAIN HIS SIGNATURE (397)	284	4.99
B	126	PARTICIPATE IN (PROFESSIONAL) (NURSING CARE) WORKSHOPS OR CONFERENCES (275)	285	4.98
B	131	PERFORM GASTRIC GAVAGE (280)	286	4.98
F	4	DEVELOP A DISPENSING AND COLLECTING SYSTEM FOR CENTRAL STERILE SUPPLIES OR EQUIPMENT (469)	287	4.98
A	57	INITIATE REQUESTS FOR PURCHASE OF EQUIPMENT (57)	288	4.98
E	39	PERFORM BEDSIDE NURSING AUDIT (436)	289	4.98
A	122	RESOLVE OR REFER COMPLAINTS OF PATIENTS, PERSONNEL OR VISITORS (122)	290	4.97
B	92	IDENTIFY OR CARE FOR POSTOPERATIVE HEMORRHAGE (241)	291	4.96
A	63	INTERVIEW SALESMEN (63)	292	4.96
C	19	ORGANIZE SUPPLIES OR EQUIPMENT FOR DELIVERY ROOM PROCEDURES (360)	293	4.96
I	16	MONITOR OJT RECORDS (532)	294	4.96
A	131	SERVE AS A MEMBER OF INFECTION CONTROL COMMITTEE (131)	295	4.94
J	8	GIVE NURSING CARE TO PATIENTS ENROUTE BETWEEN AIRCRAFT AND RECEIVING UNIT (555)	296	4.94
A	18	COORDINATE WITH PHYSICIAN REGARDING PATIENT CARE (18)	297	4.93
E	34	OBTAIN NURSING HISTORIES (431)	298	4.93
J	27	SUPERVISE PREPARATION OF AIRCRAFT TO RECEIVE PATIENTS (574)	299	4.93
A	96	PLAN STATUS BOARDS OR CHARTS (96)	300	4.92
A	115	PROVIDE SUPERVISORY ORIENTATION OF NEWLY ASSIGNED PERSONNEL (115)	301	4.92
A	139	SUPERVISE MILITARY ADMINISTRATIVE OR CLERICAL SUPPORT PERSONNEL (139)	302	4.91

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

G	14	MAKE REFERRALS TO LOCAL PUBLIC HEALTH AGENCIES FOR PATIENT FOLLOW-UP AND CARE (489)	303	4.90
A	112	PREPARE SPECIAL INCIDENT REPORTS (112)	304	4.89
B	61	ASSIST WITH CUTDOWNS (210)	305	4.89
B	86	EXPLAIN GENERAL SURGICAL PROCEDURES AND PROBABLE POSTOPERATIVE CONDITIONS TO PATIENTS (235)	306	4.88
A	3	ASSIGN (NON PROFESSIONAL NURSE SERVICE)(902X0 OR 902X2) PERSONNEL TO UNIT(S) (3)	307	4.88
E	1	ADD MEDICATIONS TO INTRAVENOUS INFUSIONS (398)	308	4.88
A	85	PARTICIPATE IN STAFF MEETINGS (85)	309	4.87
B	83	DRAW BLOOD FOR LABORATORY TESTS (232)	310	4.87
I	15	MAINTAIN TRAINING RECORDS (531)	311	4.87
A	86	PERFORM ADMINISTRATIVE-CALL DUTIES (86)	312	4.87
B	128	PARTICIPATE IN TEAM CONFERENCES (277)	313	4.87
B	186	TEACH PATIENT TO ADMINISTER HIS OWN TREATMENTS (335)	314	4.87
A	138	SUPERVISE CIVILIAN MAINTENANCE PERSONNEL (138)	315	4.87
A	53	IDENTIFY AND RESOLVE BED-CENSUS PROBLEMS (53)	316	4.86
B	97	INSERT NASO-GASTRIC TUBES (246)	317	4.86
J	15	PREPARE MEDICAL SUPPLIES OR EQUIPMENT FOR AEROMEDICAL EVACUATION (562)	318	4.86
A	83	PARTICIPATE AS A MEMBER OF NURSING SERVICE OR STANDING HOSPITAL COMMITTEES (83)	319	4.86
J	21	REQUEST AEROMEDICAL EVACUATION OF PATIENTS (568)	320	4.86
A	76	MONITOR REPRODUCTIVE STERILIZATION REPORTS (76)	321	4.85
B	119	OBSERVE AND REPORT CHANGES IN CONDITION OF PATIENTS (268)	322	4.85
B	109	MAKE WARD ROUNDS ALONE (258)	323	4.85
C	28	PREPARE OR SCHEDULES (369)	324	4.84
C	31	PREPARE THE SURGICAL SUITE FOR SURGICAL PROCEDURES (372)	325	4.84
J	11	PERFORM PREFLIGHT CHECK OF PATIENT CARE AREA ON AEROMEDICAL AIRCRAFT (558)	326	4.84
A	93	PLAN OR SCHEDULE WORK ASSIGNMENTS FOR PERSONNEL (93)	327	4.83
A	14	CONDUCT INSPECTIONS OF WARDS OR OTHER AREAS WHERE MEDICAL SERVICE PERSONNEL ARE EMPLOYED (14)	328	4.82
B	51	ASSEMBLE TRACTION EQUIPMENT OTHER THAN BALKIN FRAME (200)	329	4.82
B	63	ASSIST WITH STERNAL PUNCTURE (212)	330	4.82
C	14	MAKE UP INSTRUMENT SETS OR SURGICAL PACKS FOR OPERATIVE PROCEDURES (355)	331	4.81
A	15	CONDUCT, PLAN OR COORDINATE HOSPITAL TOURS (15)	332	4.81
B	79	COUNSEL PATIENTS ON MATTERS SUCH AS TREATMENTS, HOSPITAL DISCHARGE OR PERSONAL PROBLEMS (228)	333	4.81
A	140	SUPERVISE PHYSICAL CONDITIONING PROGRAMS (140)	334	4.81
A	91	PLAN OR COORDINATE LAUNDRY CONTROL MEASURES (91)	335	4.80
B	118	OBSERVE AND RECORD CONDITION OF PATIENTS (267)	336	4.80
B	158	PREPARE PRESCRIBED MEDICATIONS (307)	337	4.80
B	59	ASSIST WITH BIOPSIES (208)	338	4.79
B	89	GIVE ARTIFICIAL RESPIRATION (238)	339	4.79
E	3	ADMINISTER SKIN TESTS (400)	340	4.79
B	36	APPLY BUCKS EXTENSION (185)	341	4.78
B	95	INFORM PATIENTS AND RELATIVES OF COMMUNITY HEALTH RESOURCES (244)	342	4.77
B	102	MAINTAIN OR DISCONTINUE BLOOD TRANSFUSIONS (251)	343	4.77
B	172	SET UP BALKIN FRAME FOR SKELETAL TRACTION (321)	344	4.76
J	10	OPERATE INFLIGHT EMERGENCY OXYGEN SYSTEMS (557)	345	4.76

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

A	113	PREPARE TIME SCHEDULES FOR PERSONNEL (113)	346	4.75
J	16	PREPARE OR GIVE PREFLIGHT AND INFLIGHT BRIEFINGS TO PATIENTS (563)	347	4.75
E	63	TAKE ELECTROCARDIOGRAPH (EKG) TRACINGS (460)	348	4.75
J	13	PREPARE AIRCRAFT TO RECEIVE PATIENTS (560)	349	4.75
A	21	COORDINATE WORK ACTIVITIES WITH OTHER SECTIONS (21)	350	4.73
F	6	MAINTAIN RECORDS ON VOLUME OF CENTRAL STERILE SUPPLIES USED (471)	351	4.73
J	28	SUPERVISE THE ONLOADING, SECURING OR OFFLOADING OF AEROMEDICAL SUPPLIES OR EQUIPMENT (575)	352	4.73
A	20	COORDINATE WITH WARDMASTER (NCOIC) REGARDING PATIENT CARE (20)	353	4.71
B	13	ADMINISTER GASTRIC IRRIGATIONS (162)	354	4.71
J	17	PREPARE PATIENT AIRLIFT RECORDS (564)	355	4.71
B	14	ADMINISTER INHALATION MEDICATIONS (163)	356	4.70
B	60	ASSIST WITH BLOOD TRANSFUSIONS (209)	357	4.70
B	108	MAKE REPAIRS TO PATIENT CARE UNIT OR TREATMENT FACILITY (257)	358	4.70
A	137	SUPERVISE CIVILIAN HOUSEKEEPING PERSONNEL (137)	359	4.69
B	69	CATHETERIZE PATIENTS (218)	360	4.69
A	106	PREPARE OR MAINTAIN INPATIENT RECORDS (106)	361	4.68
B	138	PERFORM POSTOPERATIVE CARE (287)	362	4.68
A	7	BRIEF FAMILY ON CONDITION OF PATIENTS (7)	363	4.68
B	117	MONITOR THE QUALITY OF PATIENTS' DIETS (266)	364	4.68
B	188	TEACH PATIENTS ABOUT POSTOPERATIVE RECOVERY PROCEDURES SUCH AS EXTREMITY MOVEMENTS, DEEP BREATHING OR COUGHING (337)	365	4.68
C	13	MAKE UP INSTRUMENT SETS OR SURGICAL PACKS FOR DELIVERY ROOM PROCEDURES (354)	366	4.67
A	19	COORDINATE WITH WARDMASTER (NCOIC) REGARDING ADMINISTRATIVE MATTERS (19)	367	4.66
A	61	INTERPRET ADMINISTRATIVE POLICIES OR PROCEDURES TO PATIENTS, VISITORS OR PERSONNEL (61)	368	4.65
B	22	ADMINISTER NARCOTICS (171)	369	4.65
B	62	ASSIST WITH SPINAL PUNCTURE (211)	370	4.65
B	53	ASSIST IN PERFORMING CYSTOSCOPY (202)	371	4.65
A	8	BRIEF OR ASSIST PATIENTS ENROUTE WITH MATTERS SUCH AS ORDERS, TRANSPORTATION OR NEXT STAGE OF JOURNEY (8)	372	4.64
B	118	MONITOR MAINTENANCE OF ASEPTIC TECHNIQUE (264)	373	4.64
I	17	OBTAIN TRAINING AIDS, SPACE OR EQUIPMENT (533)	374	4.62
B	98	INSERT ORAL AIRWAY (247)	375	4.62
C	9	FUNCTION IN ON-CALL STATUS (350)	376	4.61
B	185	TEACH PATIENT ABOUT POSTURAL DRAINAGE (334)	377	4.59
C	23	PERFORM PERINEAL CARE (364)	378	4.59
B	49	APPLY SPLINTS (198)	379	4.58
C	30	PREPARE THE DELIVERY ROOM FOR INFANT DELIVERY (371)	380	4.58
J	25	SUPERVISE ENPLANING OR DEPLANING OF PATIENTS (572)	381	4.58
A	67	MAINTAIN A UNIT, WARD OR SECTION LIBRARY (67)	382	4.57
G	13	DETERMINE IMMUNIZATION REQUIREMENTS (488)	383	4.57
A	40	ESTABLISH LEAVE POLICY (40)	384	4.57
E	68	WRITE PRESCRIPTIONS FOR PHYSICIAN SIGNATURE (465)	385	4.57
G	8	ASSIST IN MEDICAL OR DENTAL EXAMINATION OF SCHOOL CHILDREN (483)	386	4.57
J	7	ENPLANE OR DEPLANE PATIENTS DURING AEROMEDICAL EVACUATION (554)	387	4.56

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

G	1	ADMINISTER HEARING TESTS (476)	388	4.56
A	70	MAINTAIN PREVENTIVE MEDICINE RECORDS OR REPORTS (70)	389	4.55
B	5	ADMINISTER COLOSTOMY IRRIGATIONS (154)	390	4.55
B	171	SET UP AND REGULATE ISOLETTE OR INCUBATOR (320)	391	4.55
B	173	SET UP INSTRUMENTS FOR MINOR SURGERY (322)	392	4.55
I	18	OPERATE AUDIO-VISUAL EQUIPMENT (534)	393	4.55
A	100	PREPARE CIVILIAN TIME CARDS (100)	394	4.52
B	67	BIVALVE OR WINDOW CASTS (216)	395	4.52
B	191	USE MECHANICAL DEVICES, SUCH AS HOYER LIFT, TO LIFT AND MOVE PATIENTS (340)	396	4.52
A	60	INSPECT AND EVALUATE ADHERENCE TO STANDARDS OF SANITATION, CLEANLINESS OR SAFETY (60)	397	4.52
B	12	ADMINISTER FIRST AID (161)	398	4.50
G	20	PREPARE EMERGENCY REPORTS SUCH AS INJURY, ANIMAL BITE OR POISONING REPORTS (495)	399	4.49
B	114	MONITOR INTRAVENOUS ADMINISTRATION (263)	400	4.49
B	154	PREPARE PATIENTS FOR AEROMEDICAL EVACUATION (303)	401	4.49
B	139	PERFORM PREOPERATIVE CARE (288)	402	4.48
G	23	REPORT ENVIRONMENTAL HEALTH HAZARDS (498)	403	4.48
B	46	APPLY HYPOTHERMIA BLANKET (195)	404	4.47
A	32	DIRECT OR SUPERVISE HOUSEKEEPING ACTIVITIES (32)	405	4.46
F	7	OPERATE DISTILLATION EQUIPMENT (72)	406	4.45
A	12	CHECK OFF COMPLETED PATIENT CARE IN CARDEX TO INSURE COMPLIANCE WITH PHYSICIANS' ORDERS (12)	407	4.44
A	107	PREPARE OR MAINTAIN OUTPATIENT RECORDS (107)	408	4.44
B	170	SET UP AND REGULATE CROUPETTE (319)	409	4.42
C	32	SCRUB, GOWN AND GLOVE IN PREPARATION FOR STERILE PROCEDURES (373)	410	4.42
G	3	ADMINISTER VISION TESTS (478)	411	4.40
B	134	PERFORM ISOLATION OR REVERSE ISOLATION TECHNIQUE (283)	412	4.40
B	176	SET UP OR USE OXYGEN EQUIPMENT (325)	413	4.39
B	2	ACCOUNT FOR NARCOTICS OR CONTROLLED DRUGS (151)	414	4.39
A	58	INITIATE REQUESTS FOR REPAIR OR MAINTENANCE OF EQUIPMENT (58)	415	4.38
E	62	TAKE CULTURES TO DETERMINE THE EXISTENCE OF DISEASE-PRODUCING ORGANISMS (459)	416	4.38
A	109	PREPARE OR SUBMIT REPORTS OF TREATMENT (109)	417	4.37
B	54	ASSIST IN PERFORMING PROCTOSCOPY (203)	418	4.37
B	111	MAKE WARD ROUNDS WITH PHYSICIANS (260)	419	4.37
E	28	MAINTAIN UNIT ALCOHOL AND NARCOTIC RECORD (AF FORM 579) (425)	420	4.37
C	11	MAINTAIN RECORD OF SURGICAL PROCEDURES (352)	421	4.37
A	71	MAINTAIN WARD OR SECTION SUPPLY OR EQUIPMENT LEVELS (71)	422	4.36
B	156	PREPARE PATIENTS FOR SPECIAL DIAGNOSTIC OR TREATMENT PROCEDURES (305)	423	4.36
C	26	POSITION PATIENT FOR OR DURING SURGICAL PROCEDURES (367)	424	4.36
E	17	DRIVE MILITARY VEHICLES IN PERFORMING (NURSING) (MEDICAL) DUTIES (414)	425	4.36
B	4	ADMINISTER BLADDER IRRIGATIONS (153)	426	4.35
J	22	SECURE MEDICAL EQUIPMENT PRIOR TO TAKE-OFF (569)	427	4.34
A	128	SCHEDULE AND COORDINATE LEAVES OR PASSES (128)	428	4.33
B	15	ADMINISTER INTRADERMAL MEDICATIONS (164)	429	4.33
A	80	ORGANIZE ENTERTAINMENT OR SOCIAL EVENTS (80)	430	4.32

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

B	103	MAINTAIN OR REMOVE ORAL AIRWAYS (252)	431	4.32
B	163	REMOVE FECAL IMPACTIONS (312)	432	4.32
C	29	PREPARE PERINEAL AREA OF PATIENT FOR INFANT DELIVERY (370)	433	4.32
C	27	PREPARE-OPERATIVE AREA OF PATIENT FOR SURGERY (368)	434	4.31
B	166	SCHEDULE DUTIES FOR CONVALESCING PATIENTS (315)	435	4.30
A	68	MAINTAIN BULLETINS, MANUALS OR PUBLICATIONS (68)	436	4.29
B	137	PERFORM POSTMORTEM CARE (286)	437	4.27
B	175	SET UP ISOLATION UNITS (324)	438	4.27
B	23	ADMINISTER NASAL IRRIGATIONS (172)	439	4.26
B	110	MAKE WARD ROUNDS WITH (OTHER) WARD NURSES, SUPERVISORS OR CHIEF NURSE (259)	440	4.26
J	24	SUPERVISE AIRCRAFT SANITATION (571)	441	4.26
B	99	INSTRUCT PATIENTS IN CRUTCH WALKING (248)	442	4.25
G	2	ADMINISTER IMMUNIZATIONS (477)	443	4.25
B	177	SET UP OR USE SUCTION EQUIPMENT (326)	444	4.25
C	25	POSITION PATIENT FOR OR DURING DELIVERY ROOM PROCEDURES (366)	445	4.25
I	19	PARTICIPATE IN CONTINUOUS INSERVICE EDUCATION PROGRAMS AS A LEARNER (535)	446	4.25
B	16	ADMINISTER INTRAMUSCULAR MEDICATIONS (165)	447	4.22
C	24	PERFORM SPONGE AND NEEDLE COUNTS (365)	448	4.22
B	141	PERFORM SURGICAL SKIN PREPS ON PATIENTS PRIOR TO OPERATIVE PROCEDURES (290)	449	4.21
F	8	PREPARE ITEMS FOR STERILIZATION (473)	450	4.21
B	129	PERFORM DRUG INVENTORY (278)	451	4.20
B	164	REMOVE PLASTER CASTS (313)	452	4.20
J	18	PREPARE PATIENT INFLIGHT TAGS (565)	453	4.20
B	100	INSTRUCT PATIENTS ON LIMITATIONS FOLLOWING SURGERY (249)	454	4.19
B	174	SET UP INTRAVENOUS INFUSION FOR ADMINISTRATION (323)	455	4.14
C	10	GOWN AND GLOVE PHYSICIAN OR OTHER SURGICAL TEAM MEMBERS (351)	456	4.14
B	125	PARTICIPATE IN PATIENT RECREATIONAL ACTIVITIES IN WARD OR HOSPITAL SETTING (274)	457	4.13
A	129	SCHEDULE DIAGNOSTIC TESTS, CONSULTATIONS OR SPECIAL PROCEDURES WITH APPROPRIATE DEPARTMENTS (129)	458	4.12
B	142	PERFORM TERMINAL DISINFECTION PROCEDURES (291)	459	4.12
A	116	READ PROFESSIONAL NURSING JOURNALS AND PUBLICATIONS (116)	460	4.11
B	85	EXPLAIN AND APPLY SAFETY REGULATIONS IN CARING FOR PATIENTS (234)	461	4.10
B	32	ADMINISTER WOUND IRRIGATIONS (181)	462	4.10
B	180	SUPERVISE DUTIES OF CONVALESCING PATIENTS (329)	463	4.09
B	55	ASSIST PATIENT WITH POSTURAL DRAINAGE (204)	464	4.08
F	9	STERILIZE INSTRUMENTS (474)	465	4.07
B	153	PREPARE PATIENT TO RECEIVE SACRAMENTS OR ASSIST IN THE ADMINISTRATION OF THE SACRAMENTS (302)	466	4.06
F	10	STERILIZE SUPPLIES (475)	467	4.06
A	130	SCREEN SOLICITATIONS OR ADVERTISING MATERIALS (130)	468	4.06
B	81	DISPOSE OF CONTAMINATED MATERIALS (230)	469	4.04
B	27	ADMINISTER SUBCUTANEOUS MEDICATIONS (176)	470	4.04
B	31	ADMINISTER VAGINAL IRRIGATIONS (180)	471	4.04
B	82	DRAPE PATIENT FOR SURGICAL PROCEDURE (231)	472	4.04
B	151	PREPARE DRESSING TRAYS (300)	473	4.03
B	21	ADMINISTER MEDICATIONS VAGINALLY (170)	474	4.02

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

B	29	ADMINISTER THROAT IRRIGATIONS (178)	475	4.02
B	105	MAKE ENTRIES IN WARD CARDEXES (254)	476	4.00
B	96	INITIATE REQUESTS FOR DRUGS FROM PHARMACY (245)	477	3.97
B	52	ASSIST IN OBTAINING PAP (PAPANICOLAOU) SMEAR (201)	478	3.96
A	144	SUPERVISE THE SERVING OF FOOD TO PATIENTS (144)	479	3.94
A	64	INVENTORY EQUIPMENT (64)	480	3.94
B	65	ASSIST WITH VAGINAL EXAMINATIONS (214)	481	3.93
B	47	APPLY MECHANICAL RESTRAINTS TO PATIENTS (196)	482	3.91
B	70	CHANGE DRESSINGS (219)	483	3.90
B	155	PREPARE PATIENTS FOR PHYSICIAN EXAMINATION OR TREATMENT (304)	484	3.90
B	136	PERFORM PATIENT ADMISSION, TRANSFER OR DISPOSITION PROCEDURES (285)	485	3.90
A	98	PREPARE AND ATTACH EMERGENCY SICK, WOUNDED OR DEATH TAGS (98)	486	3.88
A	149	WRITE LETTERS AND MESSAGES FOR PATIENTS (149)	487	3.87
A	69	MAINTAIN FILE OF LABORATORY, X-RAY OR CONSULTATION REPORTS (69)	488	3.84
A	108	PREPARE OR PROCESS PERSONNEL LEAVE APPLICATIONS (108)	489	3.83
B	20	ADMINISTER MEDICATIONS RECTALLY (169)	490	3.82
A	65	INVENTORY SUPPLIES (65)	491	3.79
B	72	CLEAN DELIVERY OR OPERATING ROOM (221)	492	3.79
B	66	ATTACH OR ANCHOR DRAINAGE OR ADMINISTRATION TUBING (215)	493	3.78
B	148	PERFORM URINE TEST FOR SUGAR, ACETONE OR ALBUMIN (297)	494	3.78
J	23	SERVE INFLIGHT MEALS (570)	495	3.74
B	35	APPLY BANDAGES (184)	496	3.73
B	56	ASSIST PATIENTS TO TURN, COUGH AND DEEP BREATHE (205)	497	3.72
G	22	REMOVE SUTURES (497)	498	3.72
G	24	SCHEDULE CLINIC APPOINTMENTS (499)	499	3.72
A	36	DISTRIBUTE ADMINISTRATIVE COMMUNICATIONS (36)	500	3.71
B	162	REINFORCE DRESSINGS (311)	501	3.69
B	189	TRANSPORT OR ACCOMPANY PATIENTS WITHIN HOSPITAL, DISPENSARY OR CSF/ASF (CASUALTY STAGING FACILITY/ AEROMEDICAL STAGING FACILITY) (338)	502	3.69
A	11	CONDUCT INSPECTIONS OF WARDS OR OTHER AREAS WHERE (NURSING) (MEDICAL) SERVICE PERSONNEL ARE EMPLOYED (11)	503	3.66
A	118	RECOPY PHYSICIANS' ORDERS (118)	504	3.66
B	34	APPLY ABDOMINAL, BREAST OR T-BINDER (183)	505	3.64
B	44	APPLY HEAT BY ELECTRICAL HEATING PAD OR THERMAL BLANKET (193)	506	3.64
B	120	OBTAIN BLOOD FROM BLOOD BANK (269)	507	3.63
B	121	OBTAIN PATIENT OR FAMILY CONSENT FOR TREATMENT (270)	508	3.63
B	25	ADMINISTER ORAL MEDICATIONS (174)	509	3.63
B	84	ESCORT PATIENTS ON AMBULANCE RUNS (233)	510	3.63
A	77	NOTIFY PHYSICIANS OF OUTDATED ORDERS (77)	511	3.62
B	11	ADMINISTER EYE IRRIGATIONS (160)	512	3.62
B	91	GIVE COMPREHENSIVE SKIN CARE (240)	513	3.62
B	40	APPLY COLD BY ALCOHOL SPONGE (189)	514	3.62
B	152	PREPARE INFANT I.D. BANDS OR FOOTPRINTS (301)	515	3.62
B	6	ADMINISTER COMPLETE BED BATHS (155)	516	3.62
B	122	ORGANIZE OR RESTOCK INTRAVENOUS CART OR TRAY (271)	517	3.62
B	87	FEED INCAPACITATED PATIENTS (236)	518	3.61
J	9	ONLOAD OR OFFLOAD BAGGAGE DURING AEROMEDICAL EVACUATION (556)	519	3.61

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

B	73	CLEAN MINOR SURGERY OR EXAMINATION ROOMS (222)	520	3.60
B	8	ADMINISTER EAR IRRIGATIONS (157)	521	3.59
B	45	APPLY HEAT BY K-PAD OR CHEMICAL HEATING PAD (194)	522	3.59
A	79	ORDER OR COORDINATE PATIENT DIETS WITH FOOD SERVICE (79)	523	3.59
B	28	ADMINISTER SUBLINGUAL MEDICATIONS (177)	524	3.56
B	33	AMBULATE PATIENTS (182)	525	3.53
B	1	ACCOMPANY PATIENTS ON OUTSIDE ACTIVITIES SUCH AS EDUCATIONAL TOURS OR ENTERTAINMENT EVENTS (150)	526	3.53
A	78	NOTIFY PHYSICIANS OF PATIENT ARRIVALS AND STATUS (78)	527	3.50
B	9	ADMINISTER ENEMAS (158)	528	3.49
B	112	MEASURE AND RECORD INTAKE AND OUTPUT (261)	529	3.49
A	81	ORIENT NEW PATIENTS TO HOSPITAL RULES AND FACILITIES (81)	530	3.49
B	71	CLEAN AND MAINTAIN EQUIPMENT (220)	531	3.48
B	181	TAKE AND RECORD BLOOD PRESSURES (330)	532	3.47
B	43	APPLY HEAT BY CRADLE, HOT WATER BOTTLE OR COMPRESSES (192)	533	3.46
A	101	PREPARE CONSULTATION REQUESTS OR LAB SLIPS (101)	534	3.44
A	146	WITNESS PATIENT, PARENT OR GUARDIAN SIGNATURES ON LEGAL DOCUMENTS SUCH AS OPERATIVE PERMITS (146)	535	3.44
B	190	TRANSPORT PATIENTS ON LITTERS (339)	536	3.44
A	59	INITIATE REQUESTS TO CENTRAL STERILE SUPPLY (59)	537	3.44
B	135	PERFORM ORAL HYGIENE (284)	538	3.41
A	102	PREPARE FORMS FOR PATIENT LEAVES, PASSES OR INTERWARD TRANSFERS (102)	539	3.39
B	10	ADMINISTER EYE DROPS (159)	540	3.38
A	10	CHAPERONE FOR OSI OR OTHER NON-MEDICAL INVESTIGATORY PERSONNEL (10)	541	3.37
B	24	ADMINISTER NOSE DROPS (173)	542	3.35
B	182	TAKE AND RECORD PULSES, TEMPERATURES AND RESPIRATIONS (331)	543	3.34
B	167	SERVE AS CHAPERONE FOR MEDICAL EXAMINATION OR TREATMENT (316)	544	3.32
B	30	ADMINISTER TOPICAL MEDICATIONS (179)	545	3.31
B	77	COLLECT AND LABEL SPECIMENS SUCH AS URINE, FECES OR SPUTUM FROM PATIENTS (226)	546	3.28
B	74	CLEAN PATIENT CARE UNIT (223)	547	3.26
A	82	ORIENT VISITORS TO WARD (82)	548	3.25
B	106	MAKE POSTOPERATIVE OR RECOVERY BEDS (255)	549	3.25
B	26	ADMINISTER PARTIAL BED BATHS (175)	550	3.22
B	42	APPLY COLD BY TUB BATH (191)	551	3.22
A	66	LABEL SPECIMENS AND FILL OUT LABORATORY SPECIMEN REQUEST FORMS (66)	552	3.19
B	41	APPLY COLD BY ICE CAP OR COMPRESSES (190)	553	3.19
B	123	PAINT PATIENT CARE AREA (272)	554	3.19
B	7	ADMINISTER EAR DROPS (156)	555	3.16
B	133	PERFORM GENERAL HOUSEKEEPING DUTIES (282)	556	3.13
A	119	REFER PATIENTS TO OUTPATIENT CLINIC (119)	557	3.13
B	75	CLEAN WARD KITCHEN (224)	558	3.10
A	9	CALL MINISTER, RABBI OR CHAPLAIN FOR PATIENT OR FAMILY (9)	559	3.07
B	169	SERVE PRESCRIBED DIETS TO PATIENTS (318)	560	3.07
B	76	CLEAN WARD UTILITY ROOM (225)	561	3.06
B	90	GIVE BACK RUBS (239)	562	3.03
A	120	REQUISITION LAUNDRY SUPPLIES OR LINEN (120)	563	3.00
A	103	PREPARE INPATIENT I.D. BANDS (OTHER THAN INFANT) (103)	564	2.97
B	104	MAKE BEDS OTHER THAN POSTOPERATIVE OR RECOVERY (253)	565	2.95

TASK DIFFICULTY RATINGS-NURSE/MED SVC COMBINED

A	117	RECEIVE AND DELIVER MAIL, MESSAGES OR PERSONAL ITEMS FOR PATIENTS (117)	566	2.94
B	168	SERVE BETWEEN-MEAL NOURISHMENT TO PATIENTS (317)	567	2.93
*A	2	ANSWER TELEPHONE CALLS FOR OR FROM PATIENTS OR HOSPITAL STAFF MEMBERS (2)	568	2.87
B	192	WASH ARTICLES OF PATIENT'S CLOTHING (341)	569	2.84
B	3	ADMINISTER BED PANS OR URINALS (152)	570	2.67
B	50	ARRANGE FURNITURE IN PATIENT'S ROOM (199)	571	2.65
B	78	COLLECT FOOD TRAYS OR SERVING UNITS (227)	572	2.62
A	1	ADVISE REGISTRAR OF PATIENTS WHO HAVE NOT RETURNED FROM LEAVE OR PASS (1)	573	2.55
A	6	ASSIST PATIENTS IN PLACING TELEPHONE CALLS (6)	574	2.53
B	88	FOLD OR COUNT LINEN (237)	575	2.41